

### **2023 Gender Equality Index Report (France)**

For the year of 2022, Veracyte, SAS reported an overall Gender Equality Index score of 99/100. The Gender Equality Index was introduced by the French government in 2018 and mandates that companies with 50 or more employees measure their performance against several pay equality indicators, with the government's stated goal of eliminating gender pay disparities in France. This index is calculated based on the following five criteria:

<b>Indicator</b>	<b>Veracyte Score</b>	<b>Highest Possible Score</b>
Indicator relating to the pay gap between men and women	39	40
Indicator relating to the difference in the rate of individual salary increases between women and men (excluding promotions)	20	20
Indicator relating to the difference in the rate of promotions between women and men	15	15
Indicator relating to percentage of employees who benefited from a raise in the year following their return from maternity leave	15	15
Indicator relating to the number of employees of the underrepresented gender among the 10 highest paid employees	10	10
<b>Total</b>	<b>99</b>	<b>100</b>